



THE LEADER



THE ROSTONE NEWSLETTER

December 1992

Lafayette, IN

ROSTONE GOAL

1992 has been a year which has tested the staying power of American industry and virtually all of the companies that make it up. The bulwarks of American industry are being driven to their knees because they have been unable to change. The two most obvious cases are General Motors and IBM.

Although Rostone obviously does not draw the national attention that GM and IBM do, we reflect a company that has experienced the same kind of problems, namely forcing changes as the result of:

- Our served markets and customers have been in a major economic slump for the past three years.
- The demands of our customers and markets have increased despite a lower sales volume.

As we enter the holiday season and leave a very tough year behind, we have reason to be optimistic. The business climate has forced all of us to be investors in Rostone. The circumstances for investing have not been the most desirable but they have created a renewed environment of cooperation and team work that we can use to strengthen our business and extend job security. Our goals for 1993 for Rostone are very clear:

- Reduce costs by \$750,000 to \$1,000,000 by controlling scrap, material variance, rework and CCR's while improving our productivity to 90% or better.

THANK YOU FOR YOUR COOPERATION AND HELP OVER THESE LAST FEW MONTHS. HAVE A GREAT HOLIDAY SEASON!!!

Charlie



PROCESS CONTROL WORKS!!

We have all heard praise for process control (SPC). While some still see it as nothing more than extra paperwork, many have learned of its real value in highlighting problems. A recent case serves as a good example.

A few days after receiving some on-the-spot SPC training from a floor inspector, a recent hire learned firsthand how effective SPC can be. While performing his attribute checks he discovered a broken plant. Upon further investigation he discovered broken plants in half of the cavities he was running!

The operator admitted that, had it not been for someone showing him how to do his checks it probably would have continued to run in this condition, as it had the previous two shifts

KEEP UP THE GOOD WORK!

Brian McGuire



**CHRISTMAS TIME -- PARTY TIME
SO YOU ARE GIVING A PARTY . . .**

Too often the mark of a good host or hostess is thought to be the ability to mix a good stiff drink and keep everyone's glass filled. Some hosts forget that when someone asks for a "light" one, he honestly doesn't want a good "stiff" one. It is inconsiderate, not generous, to serve doubles.

Have non-alcoholic as well as alcoholic drinks available. Remember that different people like to drink at different rates -- respect those who wish to nurse drinks. A good host or hostess is not a bartender or watchdog: Introduce two people, start a conversation, tell a joke or story, prepare a party game, serve food or snacks. Help guests make safe drinking choices.

Stay sober yourself!! It's hard to be a good host or hostess if you are drunk. And you never know when you might have to handle an emergency.

Phyllis Gobreski

Anniversary Dates for Our Over-20-Year Employees

Ops -

Missed in November

Gloria Wolf	26	11/10/92
Loren Burget	26	11/21/92

December

Carl Spalding	24	12/16/92
John Ward	20	12/27/92

A BIG THANKS TO EVERYONE AT ROSTONE
WHO CONTRIBUTED TO THE UNITED WAY
CAMPAIGN!!

Take the ROSTONE QUIZ. You can get a copy in the lunch room. Answers will be posted in a week or two.

Welcome to Rostone --

**Jackie Graves, Data Entry/Mix Scheduler
and**

Lee Ash, Director of Quality Assurance

A PESSIMIST SEES THE DIFFICULTY IN EVERY OPPORTUNITY. AN OPTIMIST SEES THE OPPORTUNITY IN EVERY DIFFICULTY.

**MERRY CHRISTMAS AND A
VERY HAPPY NEW YEAR TO
ALL THE GREAT PEOPLE AT
ROSTONE!!!**



A BROTHER LIKE THAT

A friend of mine named Paul received a new automobile from his brother as a pre-Christmas present. On Christmas Eve, when Paul came out of his office, a street urchin was walking around the shiny new car, admiring it. "Is this your car, mister?" he asked.

Paul nodded, "My brother gave it to me for Christmas."

The boy looked astounded. "You mean your brother gave it to you, and it didn't cost you nothing? Gosh, I wish . . ."

He hesitated, and Paul knew what he was going to wish. He was going to wish he had a brother like that. But what the lad said jarred Paul all the way down to his heels. "I wish," the boy went on, "that I could be a brother like that."

Paul looked at the boy in astonishment, then impulsively he added, "Would you like to ride in my automobile?"

"Oh, yes, I'd love that!"

After a short ride the urchin turned, and with his eyes aglow said, "Mister, would you mind driving in front of my house?"

Paul smiled a little. He thought he knew what the lad wanted. He wanted to show his neighbors that he could ride home in a big automobile. But Paul was wrong again.

"Will you stop right where those two steps are?" the boy asked.

He ran up the steps. Then in a little while Paul heard him coming back, but he was not coming fast. He was carrying his little crippled brother. He sat him down on the bottom step, then sort of squeezed up against him, and pointed to the car.

"There she is, Buddy, just like I told you upstairs. His brother gave it to him for Christmas and it didn't cost him a cent, and someday I'm gonna give you one just like it; then you can see for yourself all the pretty things in the Christmas windows that I've been trying to tell you about."

Paul got out and lifted the little lad to the front seat of his car. The shining-eyed older brother climbed in beside him and the three of them began a memorable holiday ride.

That Christmas Eve Paul learned the real meaning of the saying, "It's more blessed to give . . ."

C. Roy Angell